

EXHIBIT C

"One for All"
Existing Teammate Orientation checklist

Teammate Name: J.J. Aeskeith
 Position: Computer Operator
 Start Date: 6-11-07
 Orientation Date: 07/27/07

Facility Name: Team Evergreen
 Facility # 611
 Division: TBO

Note: We do not expect teammates to repeat an activity. If they have experienced an activity, the Facility Administrator or Activity Leader simply needs to validate completion and sign off the checklist.

ACTIVITY	ACTIVITY LEADER DATE AND INITIALS	TEAMMATE COMPLETION DATE AND INITIALS
Review facility specific expectations- your facility goals	During Orientation – People Services	<u>6-11-07</u> <u>12</u>
"Who's Who" and "DaVita-ese"	During Orientation – People Services	<u>6-11-07</u> <u>12</u>
Video One: "Welcome to the DaVita Village" and exercise	During Orientation – People Services	<u>6-11-07</u> <u>12</u>
Teammate handbook and Corporate Code of Conduct	During Orientation – People Services	<u>6-11-07</u> <u>12</u>
Village Programs and Benefits	During Orientation – People Services	<u>6-11-07</u> <u>12</u>
Video Two: "Our Mission and Values" and exercise	During Orientation – People Services	<u>6-11-07</u> <u>12</u>
Video Three: "The DaVita Way" and exercise	7/16/07 – People Services	<u>7-27-07</u>
Video Four: "Bringing It Home" and exercise	7/16/07 – People Services	<u>7-27-07</u>
"Eyes of the Customer" and exercise	7/16/07 – People Services	<u>7-27-07</u>

Abby B
 One For All Ambassador Signature

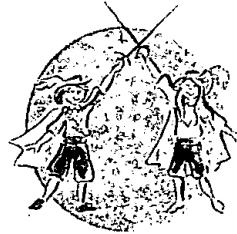
7/27/07
 Date

Joseph J. Heschka
 Teammate Signature

7-27-07
 Date

Place original in teammate file

Orientation Graduation Gift Order Form



ONE for ALL

DAVITA DIALYSIS ORIENTATION

Congratulations on completing "One for All" orientation
Your effort entitles you to one of the below gifts.

Teammate Name Joseph Hesketh Certificate Number 5212

Please circle the gift of your choice and return this form to your DaVita Ambassador or Facility Administrator for placement of your order on the DaVita intranet catalog site.

12 ounce
White Matte Mug

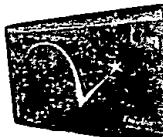


Silver Tone or
Gold Tone
Star Charm

Gold Tone
Lapel Pin

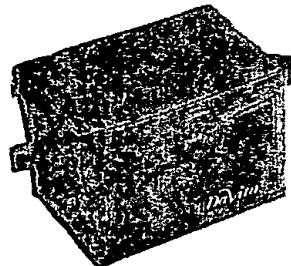


14 ounce
Acrylic/Stainless Mug



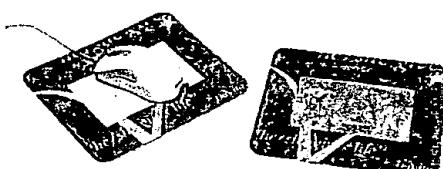
4" x 6"
24 Page
Photo Album

9" x 6" x 6"
Lunch Tote



18" x 13" x 7"
Bag/ID Tag

9" x 8"
Mouse Pad
Holds
4" x 6" Photo



FOCUS

ACHIEVING YOUR HIGHEST PRIORITIES

CERTIFICATE of COMPLETION

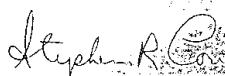
FranklinCovey is pleased to present

J.J. Hesketh III

this certificate for successfully completing
the Focus Workshop

June 27, 2008

Issued _____



Stephen R. Covey, Vice-Chairman



Facilitator



The Continuing
Education Unit
ACCET
FranklinCovey

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